



OFFICE OF MAYOR JERRY SANDERS

FOR IMMEDIATE RELEASE

February 26, 2008

FACT SHEET

SANDERS ANNOUNCES POSITIVE RESULTS FROM CITY'S POLICE RETENTION AND RECRUITMENT EFFORTS

***SWORN PERSONNEL ON TRACK TO TOP 2,000 IN FY09,
ACADEMY CLASS SIZE UP 200%, ATTRITION RATE DOWN 39%***

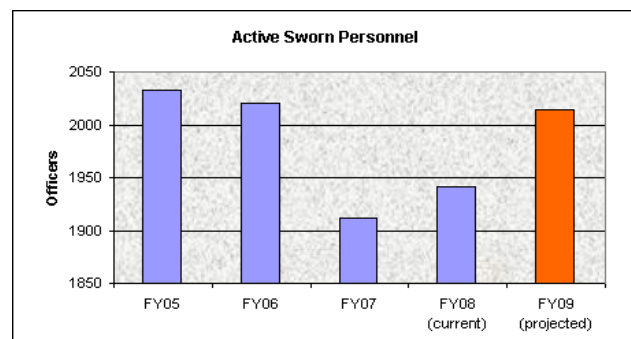
Mayor Jerry Sanders offered a positive update on the City's police retention and recruitment efforts today, announcing that the Police Department is on track to employ more than 2,000 sworn active personnel during Fiscal Year 2009. That number had dipped to a recent low of 1,871 in July 2006 during a time when many sworn personnel were either retiring or leaving the department for other law enforcement agencies.

The Mayor also highlighted a 200 percent increase in the number of recruits currently entering the Police Academy compared to a low point in October 2007, and offered numbers to show that the attrition rate—which includes retirements and loss of personnel to other agencies—has been reduced by 39 percent since FY06. In particular, the loss of personnel to other jurisdictions is down by 50 percent.

ACTIVE SWORN PERSONNEL

The number of active sworn personnel dropped steadily from an average of 2,033 in FY05 to a low point of 1,871 in July of 2007. An aggressive retention and recruitment plan was introduced by the Police Department in the latter part of 2006. Since that time the number of active sworn personnel has increased steadily, with FY09 projected* to have 143 more sworn personnel than in July 2006.

<u>Year</u>	<u>Number (average)</u>
FY05	2,033
FY06	2,020
FY07	1,912
FY08	1,941
FY09*	2,014

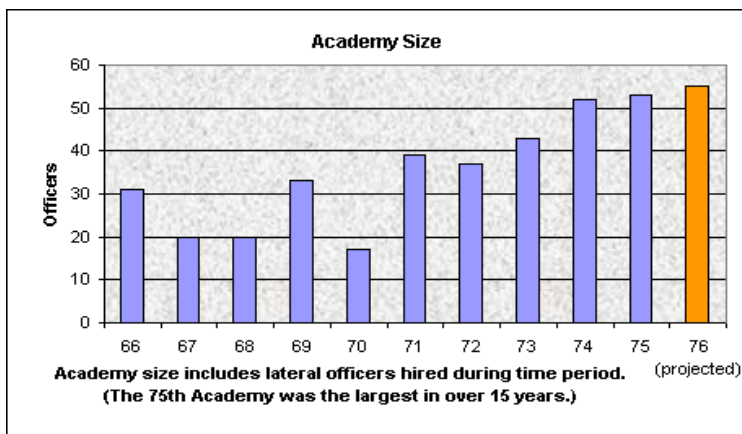


ACADEMY SIZE

In October 2006, the Police Department fielded one of its smallest (17 recruits) academies in years. The Recruitment Unit was completely revamped and since that time the academies and recruitment in the lateral market—those who have transferred into the San Diego Police Department from another jurisdiction—have grown significantly. The academy size has more than tripled in size (+212%) since October 2006, with 53 recruits, including one lateral, in the current academy, and 55 projected for the next academy in April 2008.

Academy	Date	Number
66	Oct 05	31
67	Jan 06	20
68	Apr 06	20
69	Jul 06	33
70	Oct 06	17
71	Jan 07	39
72	Apr 07	37
73	Jul 07	43
74	Oct 07	52
75	Jan 08	53
76*	Apr 08*	55*

*projected



SIGNIFICANT CHANGES MADE TO INCREASE ACADEMY SIZE

There have been significant changes to the Recruitment Unit during the past year that have been implemented to help increase the size of the classes going through the Police Academy.

- Implemented two additional testing dates a month (Total is now 3). Prior to 2007, the average number of people testing per month was approximately 100. Due to some of the significant changes listed below, this has increased to between 250-300 test takers a month.
- Background process has been streamlined and background investigations are now completed within six to eight weeks.
- Mentor prospective recruits
- Established a partnership with a medical provider
- Established partnerships with local media outlets
- Started out-of-state testing
- Proactive and creative recruitment strategies
- “Weed in” instead of “weed out” philosophy
- Enhanced web page
- There are currently **95 SDPD** recruits in the academy. This is a combination of both the 74th and 75th Academies.

The City continues to remain selective in the hiring of police officers. The standards adopted by the San Diego Police Department have not been lowered in an effort to increase the number of recruits.

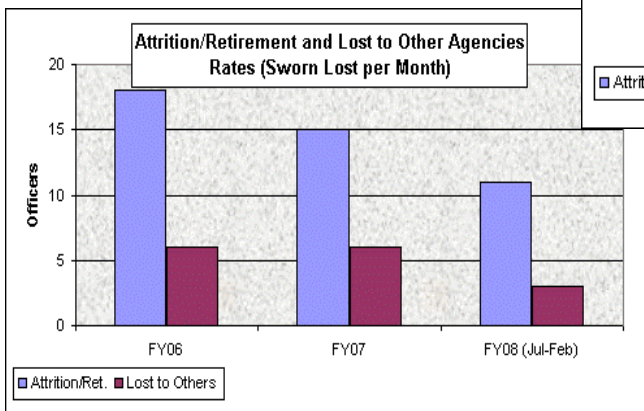
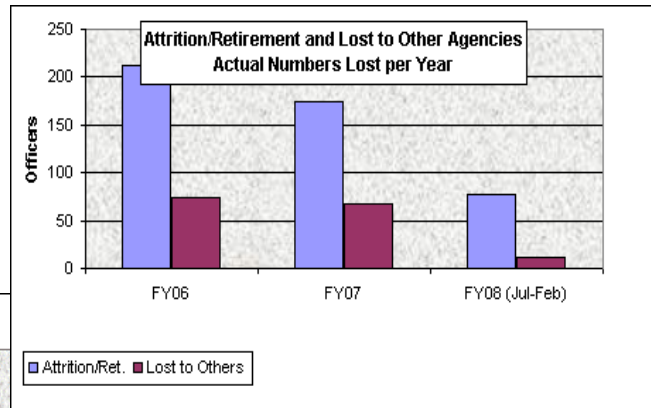
SWORN ATTRITION/RETIREMENT

During FY06, the Police Department was losing an average of 18 sworn personnel a month to attrition, due primarily to retirement and the loss of officers to other agencies. That number was reduced by 16.7 percent in FY07, when the average attrition rate fell to 15 per month. In the current fiscal year, from July 07 to February 08, that number has been reduced even further to an average of 11 per month, a decrease of 39% from FY06 to present.

Sworn Attrition/Retirement

Year	Number	Rate (Per Month)
FY06	212	18
FY07	174	15
FY08*	77*	11*

*July 07-Feb 08



PERSONNEL LOST TO OTHER AGENCIES

During FY06 and FY07, the Police Department was losing an average of six sworn personnel a month to other agencies. So far during FY08, that number has been reduced by 50 percent, with just three officers a month now leaving for other jurisdictions.

Lost to Other Agencies

Year	Number	Per Month
FY06	74	6
FY07	68	6
FY08*	12*	3*

*July 07-Feb 08